

**RICHARD W. CROLL**

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**Occupation Arbitrator/Mediator**

**Experience** Arbitrator since 1980. Mediator since 1985. He has served as a full - time neutral since 1986 as the Director of the Northwest's first and foremost dispute resolution center and leading conflict resolution training program. A program which has attracted clients from all areas of the United States. Has extensive labor relations background representing labor and management, university teaching and as a neutral. While with the dispute resolution center, organized and supervised the processing of thousands of disputes and the training of thousands of neutrals. Has mediated hundreds of disputes referred from the courts, Equal Employment Opportunity Commission and other branches of the federal, state and local governments, and has been selected as mediator by management and unions. Mediation Panelist; State of Washington Special Education, U. S. General Services Administration, State of Washington DSHS, Special Commitment Center, and U. S. Postal Service, Western Region. Certified mediator with the Washington Mediation Association and the Washington State Dispute Resolution Centers.

**Issues** Absenteeism, arbitrability, bargaining unit work, conduct (off duty and on duty), demotion, discipline (non-discharge/discharge), discrimination (age, disability, sex, religion, race, gender and ethnicity), drug and alcohol offenses, grievance mediation, holidays, job performance, classification, rates, job posting/bidding, jurisdictional disputes, layoff/bumping/recall, leaves, management rights, past practice, pay, (overtime/cost-of-living), promotion, safety/health conditions, seniority, sexual harassment, strikes/lockouts, subcontracting/contracting out, tenure, work hours/schedules/assignments, working conditions, just cause, violence/threats.

**Industries** Agriculture, automotive, building products, broadcasting, chemicals, clothing, communications, construction, dairy, electrical

equipment/appliances, electronics, entertainment, arts, food, foundry, health care, hotel/motel/casino/resort. Lumber, machinery, maritime, meat packing, metal fabrication, office workers/clerical, organizations, packaging, petroleum/petrochemicals, plumbing, pulp and paper, restaurants, transportation, trucking, storage, warehousing, public sector (police, fire, corrections, education, utilities).

**Permanent Arbitrator** State of Alaska and Inland Boatmen's Union of the Pacific; State of Alaska and State Employees Association; U.S. General Services Administration, Regions Nine and Ten; Ohio Labor/Management Panel.

**Work History** Arbitrator and Mediator, Self-employed, 1980 – present; Director, Dispute Resolution Center of Snohomish and Island Counties, 1986 – 1998; Labor Relations Researcher, Institute of Public Service, Seattle University, 1979, - 1981; Instructor, Labor Relations, University of Puget Sound, 1979 – 1981; Administrator, NEA Affiliates of Michigan, Illinois and Washington, 1967 – 1979; Public School Teacher, United States Army.

**Education** Adrian College (BA); Eastern Michigan University (MA; MS).

**Professional Licenses** Certified Teacher; Michigan, Washington.

**Training, Arbitration and Mediation** Northwest Arbitrators, annual; Washington State Bar ADR conference, annual; AAA Labor II Training; Advanced Case Management Issues; U.S. Postal Service Mediation Training; Danemiller – Tyson Corp. Large Group and Public Policy Training; Atlanta Justice Center, IDEA Special Education Training; Bill Lincoln, Government Mediation Training; Northwest Labor and Employment Law Conference, annual, plus other workshops in Arbitration and Mediation.

**Compensation** \$750 Per Day Arbitration

One day fee charged per day for cases cancelled after scheduling and not rescheduled, also unrecoverable expenses are billed to the parties. Usual and customary expenses. Michigan Cases billed from Detroit; Ohio, Kentucky and Indiana cases billed from Cincinnati; all other cases billed from Seattle.